

PUBLIC NOTICE

Civil Service Commission Meeting

The Civil Service Commission has scheduled a meeting on **Monday, December 14, 2020**, at **6:30 pm**, at City Hall, 308 W. San Antonio Street, Lockhart, Texas:

Agenda

1. Discussion and/or action regarding approval of Commission minutes of September 14, 2020. 2-5
2. Discussion and elect a Commission Chairperson and Vice-Chairperson to serve from January 1, 2021 – December 21, 2021.
3. Discussion and/or action regarding approval of opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and provide that two candidates ensure a competitive examination, thereby suspending/waiving the requirement of three candidates for this examination only. 6-9
4. Discussion and/or action regarding approval of Exam Source List for the Position of Police Sergeant (Lockhart Police Department). 10-13
5. Discussion and/or action regarding approval of Exam Source List for the Position of Police Lieutenant (Lockhart Police Department). 14-18
6. Director's Report.
 - Police Officer entrance exam will be held Saturday, December 19, 2020.
 - Recently hired 6 new firefighters, this brings the Fire Department up to full staff.

7. Adjournment.

If, during the course of the meeting, any discussion of any item on the agenda should be held in executive or closed session, the Lockhart Firefighters' and Police Officers' Civil Service Commission will convene in such executive or closed session, in accordance with the provisions of the Government Code, Title 5, Subchapter D to consider one or more matters pursuant to the following:

Section 551.071. Private consultation with its attorney to seek advice about pending or contemplated litigation; and/or settlement offer; (2) and/or a matter in which the duty of the attorney to the government body under the Texas Disciplinary Rules of Professional Conduct of the State of Texas clearly conflicts with this chapter.

Section 551.072. To deliberate the purchase, exchange, lease or value of real property if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.073. To deliberate a negotiated contract for a prospective gift or donation to the state or the governmental body if deliberation in an open meeting would have a detrimental effect on the position of the governmental body in negotiations with a third person.

Section 551.074. To deliberate the appointment, employment, evaluation, reassignment, duties, discipline, or dismissal of a public officer or employee; or to hear a complaint or charge against an officer or employee.

Section 551.076. To deliberate the deployment, or specific occasions for implementation, of security personnel or devices.

Section 551.086. To deliberate vote or take final action on any competitive matters relating to public power utilities:

Section 551.087. To deliberate or discuss regarding commercial or financial information that the governmental body has received from a business prospect that the governmental body seeks to have locate, stay, or expand in or near the territory of the governmental body and with which the governmental body is conducting economic development negotiations; or to deliberate the offer of a financial or other incentive to a business prospect.

Section 551.088. To deliberate a test item or information related to a test item if the governmental body believes that the test item may be included in a test the governmental body administers to individuals who seek to obtain or renew a license or certificate that is necessary to engage in an activity.

After discussion of any matters in executive session, any final action or vote taken will be in public by the Lockhart Firefighters' and Police Officers' Civil Service Commission.

Posted on the City Hall Public Notice Board located at the rear of 308 W. San Antonio Street, Lockhart, Texas on this the 11 day of December 2020, at 10:57am. 

**CITY OF LOCKHART-
FIRE FIGHTERS' AND POLICE OFFICERS' CIVIL SERVICE COMMISSION**

Civil Service Commission Meeting Monday, September 14, 2020 6:30 P.M.

Commissioners present:

Chairman Worlanda Neal
Commissioner Yolanda Strey
Commissioner Ray Sanders

Staff present:

Randy Jenkins, Fire Chief
Ernest Pedraza, Police Chief
Julie Bowermon, Civil Service Director

Chairman Neal called the meeting of the Civil Service Commission to order on this date at **6:30 p.m.**

Agenda

1. Discussion and/or action regarding approval Commission minutes of May 18, 2020.

Chairman Neal requested corrections to the Civil Service Commission minutes of May 18, 2020. Commissioner Sanders stated there was a type-o on Item 2. The word edibility should be eligibility.

Commissioner Sanders made a motion to approve Civil Service Minutes of May 18, 2020 as corrected. Commissioner Strey seconded. The motion carried by a vote of 3-0).

2. Discussion and/or action regarding approval of Exam Source List for the position of Fire Engineer (Lockhart Fire Department) replacing the Exam Source list previously approved on July 17, 2017.

Ms. Bowermon stated that the current exam source list for Fire Engineer was approved in 2017. At that time in 2017, the list from 2015 was being amended to include the most recent edition of the IFSTA: Pumping Apparatus Driver/Operator Handbook while all other sources remained the same. Now in 2020, Fire Chief Jenkins has reviewed the list and recommends a new list be approved, keeping the IFSTA source but replacing the remaining 3 with: Evidence-Based Practices for Strategic and Tactical Firefighting, Fully Involved Leadership: Successful Strategies in Leadership from the Firefighter to the Chief, and the Lockhart Fire Rescue Standard Operating Guidelines. Ms. Bowermon further stated that dated internal policy sources would be reconsidered each year to ensure the most recent departmental polices were being used in promotional exams and to clarify to employees which polices to study.

There was further discussion.

Commissioner Strey made a motion to approve the Exam Source List for the position of Fire Engineer (Lockhart Fire Department) replacing the Exam Source list previously approved on July 17, 2017. Chairman Neal seconded. The motion carried by a vote of 3-0.

3. Discussion and/or action regarding approval of Exam Source List for the position of Fire Captain (Lockhart Fire Department) replacing the Exam Source List previously approved on July 20, 2015.

Ms. Bowermon stated the current Fire Captain exam source list was approved in 2015. The 2015 list contains 2 books and a collection of articles. The articles are not easily obtainable to study and there is a 6th edition of the IFSTA: Fire and Emergency Services Company Officer, the current list uses the 5th edition. Fire Chief Jenkins has reviewed the list and proposes to replace it with 4 sources: IFSTA: Fire and Emergency Services Company Officer, 6th edition, IFSTA: Structural Fire Fighting: Initial Response Strategy and Tactics, 2nd edition, The New Company Officer, and No Nonsense Leadership: A Realistic Approach for the Company Officer.

There was further discussion.

Commissioner Sanders made a motion to approve the Exam Source List for the position of Fire Captain (Lockhart Fire Department) replacing the Exam Source List previously approved on July 20, 2015. Commissioner Strey seconded. The motion carried by a vote of 3-0.

4. Discussion and/or action regarding amending Section 143.023(4) of the Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations regarding waiting periods after rejection.

Ms. Bowermon stated the Local Rule (LR) 143.023 addresses reasons applicants are rejected for entry level fire fighter and police officer positions and waiting periods to reapply after rejection. In LR 143.023 if an applicant fails the entry written examination or the entry physical agility testing, the applicant must wait one full year before becoming eligible to reapply. However, both the Fire and Police Departments have experienced applicants that almost pass, for example score a 68 of fail one task in the physical agility testing. These applicants could potentially be qualified certified applicants capable of passing the entry exams at a later date. Often applicants that struggle with the physical agility test will spend a few months condition and then be fit to pass the exam. After discussing the waiting period with both the Police Chief and Fire Chief, it is being recommended to amend the local rules and remove the one year waiting period when an applicant fails the entrance examinations. This will allow the departments more opportunity to evaluate applicants.

There was further discussion regarding the clarity of the language proposed for the amendment.

Commissioner Sanders made a motion to approve amending Section 143.023(4) of the Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations regarding waiting periods after rejection and using the language:

- (a) Applicant fails to pass any part of the entrance examinations. Applicant who fails any part of the entrance examinations is eligible to reapply for any subsequent entrance examinations;

AND last paragraph as.

Any applicant rejected must wait one year before re-applying for employment, unless a shorter or longer waiting period is indicated by the reason for the rejection, such as an unacceptable driving record.

Commissioner Strey seconded. The motion carried by a vote of 3-0.

5. Discussion and/or action regarding amending Section 143.034 of the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations regarding providing candidates copies of questions when an appeal is filed.

Ms. Bowermon stated Local Rule Section 143.034 requires the Civil Service Director to give the promotional candidate a copy of an appealed question along with the correct answer and page number from which the question was written. Civil Service Attorney Julia Gannaway reviewed Local Rule 143.034 and recommended, in order to avoid possible conflict between the state statute and the Local Rules, the Commission consider removing this requirement of releasing copies of questions prior to the Commission being notified of the appeal.

There was further discussion.

Chairman Neal made a motion to approve amending Section 143.034 of the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations regarding providing candidates copies of questions when an appeal is filed. Commissioner Strey seconded. The motion carried by a vote of 3-0.

6. Director's Report.

- Police Sergeant exam was held August 13, 2020, anticipate the 2 sergeant vacancies to be filled in the upcoming weeks;
- Police entrance exam was held August 22, 2020;
- Fire Fighter entrance exam to be scheduled in early fall; exploring larger locations to hold written portion to ensure adequate spacing.

7. Adjournment.

Commissioner Sanders made a motion to adjourn the meeting. Chairman Neal seconded. The motion carried by a vote of 3-0. The meeting was adjourned at 7:43pm.

PASSED and APPROVED this 14th day of December, 2020.

Signed:

Worlanda Neal, Chairman

Yolanda Strey, Commissioner

Ray Sanders, Commissioner

ATTEST:

Julie Bowermon, Civil Service Director

RECEIVED

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**CITY OF LOCKHART
FIRE FIGHTERS' AND POLICE OFFICERS'
CIVIL SERVICE COMMISSION
AGENDA ITEM**

Commission Meeting Date: December 14, 2020

Department: Civil Service

Department Head: Julie Bowermon

Signature: *Julie Bowermon 12.10.2020*

CAPTION

Discussion and/or action regarding approval of opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and provide that two candidates ensure a competitive examination, thereby suspending/waiving the requirement of three candidates for this examination only.

SUMMARY OF ITEM

A Captain vacancy exists and it is necessary to hold a Fire Captain promotional exam.

Chapter 143.030(b) requires that the exam be first opened to Engineers with 2 years of experience. Chapter 143.028(a) requires that a firefighter must have served 4 years in the fire department to be eligible for a promotion to Captain.

- By opening the exam to Engineers with 2 years in that position and 4 years of service in the department, no employees would be eligible for the exam.

Chapter 143.030(d) requires that if there is not an adequate number of Engineers with 2 years of experience, the Commission may open the exam down to Engineers with less than 2 years of experience (in other words, all Engineers).

- By opening the exam to all Engineers with 4 years of service in the department, only employee would be eligible.

To prevent a delay in filling the Captain vacancy, staff requests that the Commission open the Captain exam to all Engineers, regardless of tenure AND waive the 4 years of service in the department requirement, which would make 3 employees eligible.

Our Commission Local Rules require that 3 employees sit for a promotional exam. To prevent delay in filling the promotional vacancy, staff also requests that the Commission waive the rule of "3" and allow that only 2 employees must sit to take the Captain exam – for this exam only.

STAFF RECOMMENDATIONS

Staff recommends approval of opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and provide that two candidates ensure a competitive examination, thereby suspending/waiving the requirement of three candidates for this examination only.

CHAPTER 143.028 TX LGC

Sec. 143.028. ELIGIBILITY FOR PROMOTION. (a) Except as provided by Sections 143.013 and 143.102, a fire fighter is not eligible for promotion unless the person has served in that fire department in the next lower position or other positions specified by the commission for at least two years at any time before the date the promotional examination is held. A fire fighter is not eligible for promotion to the rank of captain or its equivalent unless the person has at least four years' actual service in that fire department.

(b) Except as provided by Sections 143.013 and 143.102, a police officer is not eligible for promotion unless the person has served in that police department in the next lower position or other positions specified by the commission for at least two years immediately before the date the promotional examination is held. A police officer is not eligible for promotion to the rank of captain or its equivalent unless the person has at least four years' actual service in that police department.

(c) If a person is recalled on active military duty for not more than 60 months, the two-year service requirements prescribed by Subsections (a) and (b) do not apply and the person is entitled to have time spent on active military duty considered as duty in the respective fire or police department.

Acts 1987, 70th Leg., ch. 149, Sec. 1, eff. Sept. 1, 1987.

Amended by:

Acts 2005, 79th Leg., Ch. 833 (S.B. 863), Sec. 2, eff. June 17, 2005.

CHAPTER 143.030 TxLGC

Sec. 143.030. ELIGIBILITY FOR FIRE DEPARTMENT PROMOTIONAL EXAMINATION. (a) This section does not apply to a municipality with a population of 1.5 million or more.

* (b) Each promotional examination is open to each fire fighter who at any time has continuously held for at least two years a position in the classification that is immediately below, in salary, the classification for which the examination is to be held.

(c) If the department has adopted a classification plan that classifies positions on the basis of similarity in duties and responsibilities, each promotional examination is open to each fire fighter who has continuously held for at least two years a position at the next lower pay grade, if it exists, in the classification for which the examination is to be held.

* (d) If there are not enough fire fighters in the next lower position with two years' service in that position to provide an adequate number of persons to take the examination, the commission may open the examination to persons in that position with less than two years' service. If there is still an insufficient number, the commission may open the examination to persons with at least two years' experience in the second lower position, in salary, to the position for which the examination is to be held.

(e) If a fire fighter had previously terminated the fire fighter's employment with the department and is subsequently reemployed by the same department, the fire fighter must again meet the two-year service requirement for eligibility to take a promotional examination. In determining if a fire fighter has met the two-year service requirement, a fire department may not consider service in another fire department.

(f) This section does not prohibit lateral crossover between classes.

Acts 1987, 70th Leg., ch. 149, Sec. 1, eff. Sept. 1, 1987.

Civil Service Commission Meeting
Lockhart, Texas

December 14, 2020

ACTION ITEM RECORD

We, the below named members of the Civil Service Commission, Lockhart, Texas, have met on **Monday, December 14, 2020**, at 6:30 p.m. at City Hall, 308 W. San Antonio Street, for the purpose of conducting a public meeting to consider among other things the **approval of, opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and provide that two candidates ensure a competitive examination, thereby suspending/waiving the requirement of three candidates for this examination only.** We have been assured by the Civil Service Director that this meeting was posted in full compliance with the State of Texas Open Meetings Act.

After participating in a discussion regarding the item it was our determination to vote on the approval of, **opening the current Fire Captain Exam (date to be determined) to all Fire Engineers within the Lockhart Fire Department, regardless of tenure; waiving the 4 years of service in the department requirement; and provide that two candidates ensure a competitive examination, thereby suspending/waiving the requirement of three candidates for this examination only.**

We, the current members of the Civil Service Commission, Lockhart, Texas, voted as follows on the above action item:

Approve () Disapprove ()

Worlanda Neal, Chair-person

Date

Approve () Disapprove ()

Yolanda Strey, Commissioner

Date

Approve () Disapprove ()

Ray Sanders, Commissioner

Date

ATTEST:

Julie Bowermon, Civil Service Director

This document shall become part of the official Civil Service Commission file to be maintained by the Civil Service Director, or his/her successors.

**CITY OF LOCKHART
FIRE FIGHTERS' AND POLICE OFFICERS'
CIVIL SERVICE COMMISSION
AGENDA ITEM**

Commission Meeting Date: December 14, 2020

Department: Civil Service

Department Head: Julie Bowermon

Signature: *Julie Bowermon 12.11.2020*

CAPTION

Discussion and/or action regarding approval of Exam Source List for the Position of Police Sergeant (Lockhart Police Department).

SUMMARY OF ITEM

Texas Local Government Code Chapter 143.029 requires that the Commission post a notice that lists the sources used to develop promotional exams and the list must be posted for at least 90 days before an exam can be given.

A list was approved on February 24, 2020 for Sergeant. It included the Lockhart Police Department General Orders with revisions as of January 1, 2020. The General Orders is an internal policy document that may be updated by police administration as needed. During 2020, staff and Commissioners discussed reapproving lists with dated policies each year to clarify test source material. The proposed list is the same list from February 24, 2020, except the General Orders will include revisions as of January 1, 2021.

The source list for Police Lieutenant will be considered on the next agenda item.

The Fire Department anticipates holding promotional exams in the near future, therefore fire promotional exams will not be reapproved at this time.

STAFF RECOMMENDATIONS

Staff recommends approval of Exam Source List for the Position of Police Sergeant (Lockhart Police Department).

CURRENT LIST

EXAM SOURCE LIST for the position of SERGEANT LOCKHART POLICE DEPARTMENT

1. Supervision of Police Personnel (7th edition); by Nathan F. Iannone, Marvin P. Iannone, & Jeff Bernstein;
2. Texas Penal Code;
3. Texas Family Code;
4. Police Ethics, A Matter of Character (2nd edition); by Douglas W. Perez and J. Alan Moore; and
5. Lockhart Police Department General Orders with revisions as of January 1, 2020.

Approved by the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission on February 24, 2020.

I hereby certify that the above exam source list was posted on this the 26th day of February, 2020, at 3:15 am/pm on the Police Station Bulletin Board located at 214 Bufkin Lane, Lockhart, Texas, 78644.

Signed:

Julie Bowermon
Julie Bowermon
Civil Service Director

DO NOT REMOVE THIS NOTICE FROM THE BOARD.

For additional copies of this notice, please contact Police Chief Ernest Pedraza or Civil Service Director Julie Bowermon. Thank you for your cooperation.

CURRENT LIST

PROPOSED LIST

EXAM SOURCE LIST for the position of SERGEANT LOCKHART POLICE DEPARTMENT

1. Supervision of Police Personnel (7th edition); by Nathan F. Iannone, Marvin P. Iannone, & Jeff Bernstein;
2. Texas Penal Code;
3. Texas Family Code;
4. Police Ethics, A Matter of Character (2nd edition); by Douglas W. Perez and J. Alan Moore; and
5. Lockhart Police Department General Orders with revisions as of January 1, 2021.

Approved by the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission on December 14, 2020.

I hereby certify that the above exam source list was posted on this the ___ day of December, 2020, at _____ am/pm, on the Police Station Bulletin Board located at 214 Bufkin Lane, Lockhart, Texas, 78644.

Signed:

Julie Bowermon
Civil Service Director

PROPOSED LIST

DO NOT REMOVE THIS NOTICE FROM THE BOARD.

For additional copies of this notice, please contact Police Chief Ernest Pedraza or Civil Service Director Julie Bowermon. Thank you for your cooperation.

Civil Service Commission Meeting

Lockhart, Texas

December 14, 2020

ACTION ITEM RECORD

We, the below named members of the Civil Service Commission, Lockhart, Texas, have met on **Monday, December 14, 2020**, at 6:30 p.m. at City Hall, 308 W. San Antonio Street, for the purpose of conducting a public meeting to consider among other things the **approval of Exam Source List for the position of Police Sergeant (Lockhart Police Department)**. We have been assured by the Civil Service Director that this meeting was posted in full compliance with the State of Texas Open Meetings Act.

After participating in a discussion regarding the need to establish an exam source list for the position of Sergeant it was our determination to vote on the approval of the below exam source list:

EXAM SOURCE LIST

for the position of

SERGEANT

LOCKHART POLICE DEPARTMENT

1. Supervision of Police Personnel (7th edition); by Nathan F. Iannone, Marvin P. Iannone, & Jeff Bernstein;
2. Texas Penal Code;
3. Texas Family Code;
4. Police Ethics, A Matter of Character (2nd edition); by Douglas W. Perez and J. Alan Moore; and
5. Lockhart Police Department General Orders with revisions as of January 1, 2021.

We, the current members of the Civil Service Commission, Lockhart, Texas, voted as follows on the above action item:

Approve () Disapprove ()

Worlanda Neal, Chair-person

Date

Approve () Disapprove ()

Yolanda Strey, Commissioner

Date

Approve () Disapprove ()

Ray Sanders, Commissioner

Date

ATTEST:

Julie Bowermon, Civil Service Director

This document shall become part of the official Civil Service Commission file to be maintained by the Civil Service Director, or his/her successors.

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**CITY OF LOCKHART
FIRE FIGHTERS' AND POLICE OFFICERS'
CIVIL SERVICE COMMISSION
AGENDA ITEM**

Commission Meeting Date: December 14, 2020	
Department: Civil Service	
Department Head: Julie Bowermon	Signature: <i>Julie Bowermon 12.11.2020</i>
CAPTION	
Discussion and/or action regarding approval of Exam Source List for the Position of Police Lieutenant (Lockhart Police Department).	
SUMMARY OF ITEM	
<p>Texas Local Government Code Chapter 143.029 requires that the Commission post a notice that lists the sources used to develop promotional exams and the list must be posted for at least 90 days before an exam can be given.</p> <p>A list was approved on April 1, 2019 for Lieutenant. It included the Lockhart Police Department Policy and Procedures Manual with revisions as of August 3, 2018. That internal policy source has since then been revised and retitled to the Lockhart Police Department General Orders. The proposed list is the same list from April 1, 2019, except the policy and procedures source is retitled to the Lockhart Police Department General Orders with revisions as of January 1, 2021.</p>	
STAFF RECOMMENDATIONS	
Staff recommends approval of Exam Source List for the Position of Police Lieutenant (Lockhart Police Department).	

CURRENT LIST

EXAM SOURCE LIST

for the position of

LIEUTENANT

LOCKHART POLICE DEPARTMENT

1. Police Administration (3rd Edition); by Larry K. Gaines and John L. Worrall.
Publisher: Cengage Learning; 3 Edition (January 25, 2011)
ISBN-10: 1439056390
ISBN-13: 978-1439056394
2. City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations; Adopted September 24, 2007; Effective October 30, 2007.
3. Chapter 143 of the Texas Local Government Code.
4. Lockhart Police Department Policy and Procedures Manual with revisions as of August 3, 2018.
5. It's Your Ship: Management Techniques from the Best Damn Ship in the Navy (10th Anniversary Edition); by D. Michael Abrashoff.
Publisher: Grand Central Publishing; 10th Anniversary Revised & Updated Edition (October 9, 2012)
ISBN-10: 145552302X
ISBN-13: 978-1455523023
6. Community Policing: A Contemporary Perspective (7th Edition); by Victor E. Kappeler and Larry K. Gaines.
Publisher: Routledge; 7 Edition (February 15, 2015)
ISBN-10: 0323340490
ISBN-13: 978-0323340496

Approved by the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission on April 1, 2019.

I hereby certify that the above exam source list was posted on this the 5th day of April, 2019, at 1:25 pm, on the Police Station Bulletin Board located at 214 Bufkin Lane, Lockhart, Texas, 78644.

Signed:



Julie Bowermon

Civil Service Director

CURRENT LIST

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PROPOSED EXAM SOURCE LIST

for the position of LIEUTENANT

LOCKHART POLICE DEPARTMENT

1. Police Administration (3rd Edition); by Larry K. Gaines and John L. Worrall.
Publisher: Cengage Learning; 3 Edition (January 25, 2011)
ISBN-10: 1439056390
ISBN-13: 978-1439056394
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Publisher: Grand Central Publishing; 10th Anniversary Revised & Updated Edition (October 9, 2012)
ISBN-10: 145552302X
ISBN-13: 978-1455523023
6. Community Policing: A Contemporary Perspective (7th Edition); by Victor E. Kappeler and Larry K. Gaines.
Publisher: Routledge; 7 Edition (February 15, 2015)
ISBN-10: 0323340490
ISBN-13: 978-0323340496

Approved by the City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission on December 14, 2020.

I hereby certify that the above exam source list was posted on this the ____ day of _____, 2019, at _____ pm, on the Police Station Bulletin Board located at 214 Bufkin Lane, Lockhart, Texas, 78644.

Signed:

Julie Bowermon
Civil Service Director

PROPOSED LIST

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Civil Service Commission Meeting

Lockhart, Texas

December 14, 2020

ACTION ITEM RECORD

We, the below named members of the Civil Service Commission, Lockhart, Texas, have met on **Monday, December 14, 2020**, at 6:30 p.m. at City Hall, 308 W. San Antonio Street, for the purpose of conducting a public meeting to consider among other things the **approval of Exam Source List for the position of Police Lieutenant (Lockhart Police Department)**. We have been assured by the Civil Service Director that this meeting was posted in full compliance with the State of Texas Open Meetings Act.

After participating in a discussion regarding the need to establish an exam source list for the position of Sergeant it was our determination to vote on the approval of the below exam source list:

EXAM SOURCE LIST

for the position of

LIEUTENANT

LOCKHART POLICE DEPARTMENT

1. Police Administration (3rd Edition); by Larry K. Gaines and John L. Worrall.
Publisher: Cengage Learning; 3 Edition (January 25, 2011)
ISBN-10: 1439056390
ISBN-13: 978-1439056394
2. City of Lockhart Fire Fighters' and Police Officers' Civil Service Commission Rules and Regulations; Adopted September 24, 2007; Effective October 30, 2007.
3. Chapter 143 of the Texas Local Government Code.
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Publisher: Grand Central Publishing; 10th Anniversary Revised & Updated Edition (October 9, 2012)
ISBN-10: 145552302X
ISBN-13: 978-1455523023
6. Community Policing: A Contemporary Perspective (7th Edition); by Victor E. Kappeler and Larry K. Gaines.
Publisher: Routledge; 7 Edition (February 15, 2015)
ISBN-10: 0323340490
ISBN-13: 97108-0323340496

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We, the current members of the Civil Service Commission, Lockhart, Texas, voted as follows on the above action item:

Approve () Disapprove ()

Worlanda Neal, Chair-person

Date

Approve () Disapprove ()

Yolanda Strey, Commissioner

Date

Approve () Disapprove ()

Ray Sanders, Commissioner

Date

ATTEST:

Julie Bowermon, Civil Service Director

This document shall become part of the official Civil Service Commission file to be maintained by the Civil Service Director, or his/her successors.